

# **Behavioral Standards**

Pre-employment behavioral standards for the selection and testing of peace officer candidates have been established. While taking into account youthful indiscretion and experimentation, these standards are designed to insure that peace officer personnel have demonstrated a history of sound judgment, maturity, and honesty, as well as a respect for and adherence to the laws of the State of California and the Law Enforcement Code of Ethics. Positions of public trust require people who have demonstrated honesty, sound judgment, personal discipline, and responsibility.

**The following questions are specific to the disqualification of candidates for peace officer classifications in the State of California. They are examples of questions you might be asked during the job application process.**

1. Have you ever been convicted of any act declared by law to be a misdemeanor, other than a traffic violation, in this state or any other state within the last four years?  
(Disclaimer: Applicants need not disclose an **arrest** for violation of Health and Safety Code sections 11357(b), (c), (d) and (e); or 11360(b); or disclose information relating to such arrest, if the arrest occurred more than two years ago. Applicants need not disclose a **conviction** for violation of Health and Safety Code sections 11357(b), (c), (d) and (e); or 11360(b); or disclose information relating to such conviction, if the conviction is more than two years old.)
2. Have you ever had a misdemeanor conviction for larceny/theft, assault or battery, indecent exposure, impersonation of a police officer, perjury, resisting arrest, filing of a false police report, or child and/or elderly abuse? (Exception: If your juvenile records have been and remain sealed or expunged pursuant to Penal Code sections 851.7 or 851.8)
3. Have you ever been discharged from any employment, including the armed forces, for gross misconduct? ("Gross misconduct" shall include, but is not limited to, embezzlement, willful disobedience to a lawful order, sexual harassment, false statements to a superior officer, filing false official reports, desertion, assault under color of authority, and battery or terrorist threats against a co-worker or supervisor.)
4. Have you ever been convicted of any act that involves "road rage" pursuant to Penal Code section 245 (a)(1), and/or suspension of the vehicle operator's driving privilege pursuant to California Vehicle Code section 13210?
5. Do you have more than one record of alcohol-related convictions, such as drunk driving or such a charge reduced to reckless driving, within the past 3 years?

6. In the past four years, have you had more than two chargeable accidents for which you have been found most at fault by the investigating agency?
7. Have you had more than three infractions of moving violations within the past three years?
8. Have you had a positive drug test for illegal controlled substances during any hiring process?
9. Have you manufactured, transported, cultivated, brokered, or sold any controlled substance?  
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10. Have you used or illegally had possession of an illegal drug, or misused a prescription drug, while employed as a peace officer?  
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11. As an adult, have you been terminated from employment for the use of illegal drugs, misuse of prescription drugs, or the use of alcohol?
12. Have you made any threats of violence against a co-worker or supervisor?
13. Do you have a pattern of hostile, violent, assaultive, or abusive behavior in the work place?
14. Have you failed to register for Selective Service as required by law? A male born on or after January 1, 1960, is required to register with Selective Service prior to their 26<sup>th</sup> birthday. Failure to do so renders you ineligible for a peace officer position.
15. Do you currently own vehicles that are being driven on the highway/roadway that are not current on registration, and/or are without proof of insurance?
16. Are you currently overdue in financial obligations including auto insurance, child support, and IRS requirements?
17. Are you currently in the process of filing bankruptcy?

18. Have you had a dishonorable discharge from the military?
19. Have you ever been terminated for cause from employment or terminated for cause while on probation (except for reduction in work force) within the last three years?
20. Have you resigned from employment in lieu of termination, except where a hostile work environment has been alleged, within the last three years?
21. Have you been disciplined or terminated from employment for acts constituting racial, ethnic, or sexual harassment or discrimination?
22. Have you been terminated as a peace officer for any violation under the Color of Authority?
23. As a law enforcement candidate, have you been dismissed from a basic course of instruction at a POST Certified Academy, or its equivalent in another state, within one year of completing this questionnaire?
24. As a peace officer candidate, have you failed to successfully complete a probationary training, which resulted in either termination or resignation while on probation, within one year of completing this questionnaire?
25. While employed as a peace officer in a position of public trust, have you ever committed perjury or falsified an official report or document; accepted or solicited any bribe or gratuity; or embezzled any money, goods, or services?
26. Have you ever committed any criminal act, whether detected or admitted, that involved great bodily harm to another, including but not limited to, sexual assault, lewd acts with a child, a hate crime, or spousal battery?
27. Do you have an outstanding warrant for arrest?
28. Are you currently on probation or parole?
29. Have you ever been disciplined or terminated as an adult for physical abuse or violence in the workplace?
30. Have you used PCP, LSD, and/or Heroin as an adult (21 years or older)?
31. Are you unable to apply for and obtain a driver license in California?
32. Do you have more than one bankruptcy?
33. Have you had three terminations for cause, or have you resigned in lieu of termination three times as an adult?

34. Have you committed, whether detected or not, murder, rape, robbery, or violent assault upon another, including spousal battery, mayhem, sexual battery, or other acts of violence?
35. Have you committed any crime, whether detected or not, involving or directed against a child, which could be classified as a felony?
36. Have you committed any criminal sexual act, whether detected or not, which could have been classified as a felony?
37. Have you been terminated from employment due to physical abuse or violence toward others?
38. Have you been terminated from employment as a peace officer for use of force when unnecessary or inappropriate?
39. Have you been dishonest at any stage of this process? (Dishonesty includes deliberately misstating, misrepresenting, or omitting any information provided during this selection process.)